

## SLNA NURSES PLEDGE

I solemnly pledge to serve mankind with care, love and compassion recognising their rights irrespective of race or social status, religion, or nationality.

I promise to practice my profession with dignity and dedication and serve with my conscience, bearing in mind that rendering holistic care to clients is my paramount consideration.

I promise to hold in confidence all personal matters concerning my clients and significant others committed to my care.

I will respect and maintain a cordial relationship with all professional co-workers irrespective of hierarchy.

I will refrain from any activity that will harm my professional dignity as a nurse.

I promise to maintain the honour and noble traditions of my profession and will endeavour to upgrade the skills and knowledge of nursing in order to uphold and provide higher standards of care.

I make these promises wholeheartedly with love and upon my Honour.

SO HELP ME GOD



• National Secretariat •  
16c Fort Street  
Freetown, Sierra Leone  
P.O. Box 521

Tel: 078818839/077588222  
Email: slna\_03@yahoo.co.uk

## WHAT DOES THE NEW SLNA LOGO MEAN?

### THE MAP

This represents the nationwide coverage of SLNA membership.

The curves of the map represent the beneficiaries of the healthcare delivery system.

### THE COLOURS

The logo colours are green, white and blue.

**Green** – in Nursing represents growth of SLNA, endurance, healing hands and stability of Nursing Professionals.

**White** – is light, cleanliness and enlightenment of the profession.

**Blue** – being internationally recognisable with Nursing and Health, it depicts trust, loyalty, wisdom and peace.



### THE CANDLE

Representing Florence Nightingale's lamp.

Gives light representing nursing nationwide.

The flames indicate the 8 key objectives of SLNA

It lights the nation with nursing knowledge, information and action oriented

### THE MOTTO

**Professionalism, Unity and Service**

Maintaining high standards in nursing, as we work together. We harness the knowledge and enthusiasm of the entire nursing profession, to promote healthy lifestyles, workplaces and communities.

# INFORMATION HANDBOOK

For new and current members

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AN INITIATIVE FUNDED BY



## PRESIDENT'S NOTE

Dear New member,

Congratulations on joining our family of professional nurses and midwives. You have been trained to deliver quality health care and service to the community. Take pride in the education and training you have received, as patients and communities will continue to benefit from your services and care.

Every health facility needs qualified and skilled workers, which the Ministry is ensuring. The process of reducing maternal and infant mortality does not only involve qualified and skilled health workers but also having an enabling 'environment' which includes adequate supplies, equipment and infrastructure as well as efficient systems of communication and referral. This should also include the political and policy context in which health professionals operate and the socio-cultural influences in their practice.

Nursing was traditionally viewed more as a vocation than a profession and talking about pay and working conditions was considered out of place. Today, we recognize that we cannot meet our professional goals without first having the wages and working conditions needed to attract competent people into the nursing profession and to retain them in active practice.

It is clear to me that every nursing issue has both a professional side and a socio-economic welfare (SEW) side. A typical example is continuing education which has an obvious professional dimension that is maintaining a high standard for Nurses competencies and the quality of the care they provide to the patients. It also has socio-economic welfare implications because labour law often determines Nurses' access to continuing education governs workload and staffing issues that allow nurses freedom to attend courses and specifies who pays for the training.

Professional standards are in place but unless staffing is sufficient, nurses will have difficulty upholding those standards. Today most health facilities have a faster pace of work, a more slower outflow and higher acuity of patients these factors increase stress a known contributing factor leading to adverse events in the delivery of care (a professional issue) as well as illness (a SEW issue). If patient and worker wellbeing is to be protected and promoted, these are areas that need to be addressed immediately.

As partners we need to see that our indices are reduced as effective monitoring is maintained.

Finally, let me offer you three suggestions for you to consider as you practice as a professional nurse.

- Be as active as you can and take as much advantage of the benefits offered to active members by SLNA.
- Get involved with your local SLNA societies and other healthcare groups. This is where it starts and where you can make a difference in your profession and develop yourself personally and professionally.
- Always aim to provide high quality services to your patients by adhering to the Nurses Code of conduct.

Sincerely,



Madonna Hill

**President, Sierra Leone Nurses Association**

## NOTES

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# WHAT THE SIERRA LEONE NURSES ASSOCIATION DOES

## ✓ Annual Nationwide Tour by SLNA Executive members

Every year, members of the Executive Committee travel to each of the 12 districts in Sierra Leone to listen to the issues/concerns of nurses and other health workers. The findings are then channelled to the MOHS to be addressed.

## ✓ Direct dialogue with the Ministry of Health and Sanitation (MOHS)

SLNA acts as the collective voice of nurses in Sierra Leone through direct dialogue with the government, ensuring there is an open line of communication with the Directorate of Nursing and the Nurses and Midwives Board.

## ✓ Formation of Coalitions with Civil Society Organisations (CSOs)

In times when immediate or direct action is required, SLNA is able to enter into coalitions with other organisations and groups to advocate for the welfare of nurses.

## ✓ Campaign and Lobby support

The Association will run advocacy campaigns that address the most issues nurses are currently facing, as well as to provide practical tools and support for nurses to improve standards where they work.

### Examples of past campaigning on behalf of Sierra Leone Nurses:

**Jan 2010** In response to their tour of the districts hospitals and health centres the members of the Executive Committee submitted their recommendations to the MOHS, to be addressed. The following results have emerged:

- Policies concerning working conditions are currently being reviewed
- Uniforms are now supplied
- The MOHS and district councils are putting mechanisms in place to provide accommodation for transferred nurses

**Apr 2010** When nurses went on a 2 week strike to lobby the government to increase nurses' salaries, SLNA worked with the CSO Health for All Coalition (HfAC) and other health professionals, including doctors, Community Health Officers, Lab Technicians and Pharmacists to make our voices heard by the government. As a result, the salaries of many cadres of nurses were raised. SLNA continues to work to influence political decision-making and legislation to improve conditions of service of health workers and their work environment.

**Sep 2010** SLNA facilitated the support for four BSc Final year students, to receive the appropriate funding and documents they required to travel for their electives outside Sierra Leone.

SLNA at this time continues to work with the government to quicken the absorption of over 25 State Registered and other Certified Nurses into the Human Resources Management Office (HRMO) as Ministry of Health workers.

# FAQs: FREQUENTLY ASKED QUESTIONS

## GENERAL INFORMATION

### 1. How do I find out more about the benefits?

Please see the section on *Benefits for SLNA members* on page 7. Further comprehensive information is available at the secretariat. You can obtain a copy from the SLNA secretariat, or via email, by email request.

### 2. Do I need to inform the Association if I am moving country or work place?

Yes, we need to keep updated information about you so we can keep in contact with you. If you are moving country, it would be helpful to tell us so we can make sure we change the way we try to contact you, such as via email instead of telephone.

### 3. How can I volunteer at SLNA events?

We are always looking for volunteers to help out at our events. If you are interested in volunteering, please contact the secretariat, or speak to any of the members of the NEC.

### 4. How do I become an SLNA Representative?

If you are interested in becoming a representative, please contact the secretariat, and the Administrative Assistant will alert you of any vacant positions in the association. Register your interest for any of the positions by submitting a one page (no more than 300 words) of writing on why you should be considered for the position.

### 5. What do I do if I want to raise a suggestion/concern with the Nurses Association?

Please see the section on *Feedback, complaints and concerns* sections on page 13. SLNA is always interested in what its members have to say and will take any comments seriously.

### 6. How can I advertise my product or services with SLNA Newslines and website?

If you have a business, or you know someone with a business that needs promoting, SLNA offers reasonable prices for advertisement in our newsletter, handbook and gift bags. Please contact the secretariat to find out how to advertise with us.

### 7. Can I get in contact with the Association if I have an interesting story/pictures/news/case study to share?

We encourage all nursing professionals to get in contact with us if they have any interesting news to share. If you have a story, please call the secretariat and your story/ comments may be put in our bi-monthly newsletter and website. We are also looking for budding journalists/writers to get in contact with us if they would like to write a piece for the newsletter.

## FINANCE

### 1. How long does my membership last?

When you register with the Nurses Board, you pay for a full year's membership from the date on your membership card. If you are paying monthly, your membership lasts till the same date of the next month. Please keep a note of all your payments in the dues book you have been provided with.

### 2. What happens if I cannot pay my membership fees?

If you are finding it difficult to pay your monthly fees, please contact the secretariat to alert us. You will be put on a *late payment* list, which allows you to pay your dues the next month along with that month's normal payment. Please note that the failure to pay after 3 consecutive months will result in the removal of your SLNA benefits. Extenuating circumstances may be reviewed.

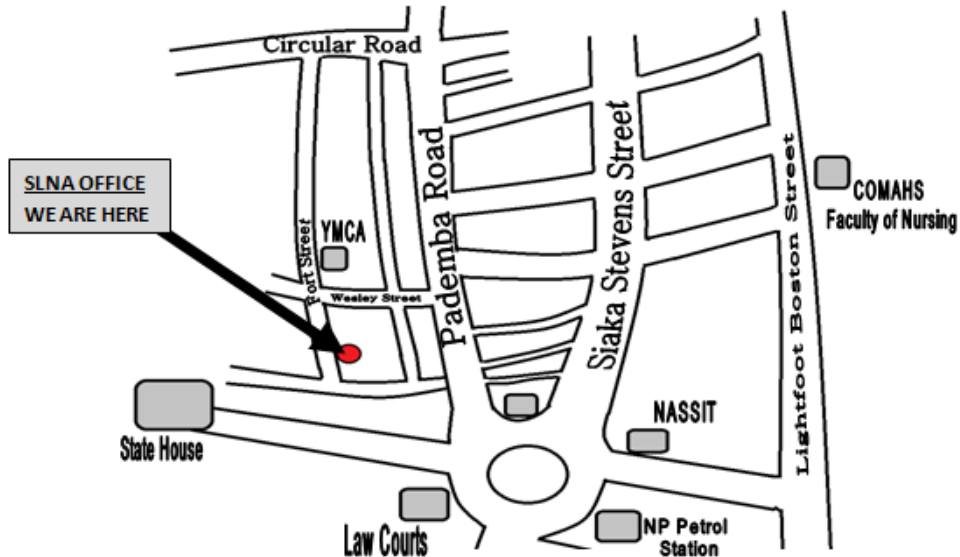


## VISITING THE SECRETARIAT





The Secretariat is based at **16c Fort Street, Freetown, P.O. Box 521.**

The SLNA Secretariat is open from **9-4pm** from Monday to Friday. (The office is closed on weekends and National Holidays)



## THE NATIONAL EXECUTIVE COUNCIL (NEC)

The National Executive Council (NEC) is comprised of eight members. Six of the members are elected by the general membership and the Vice President elected by the President: These must be ordinarily members of the body. The Secretary General shall be elected by the NEC.

<p><b>PRESIDENT</b></p>  <p><b>Madonna Hill</b> Nurse Educator</p> <p>Faculty of Nursing 076779746/033344043 hillmadonna@gmail.com</p>	<p><b>VICE PRESIDENT</b></p>  <p><b>Senesie Margao</b> VCCT Co-ordinator</p> <p>Connaught Hospital 076581918/033475904 Smargo2000@yahoo.com</p>
<p><b>SECRETARY GENERAL</b></p>  <p><b>Safula Mansaray</b> Matron</p> <p>PCM Hospital 076610590/077701987/ 033116109 safmansaray@yahoo.com</p>	<p><b>TREASURER</b></p>  <p><b>Mary Massaquoi</b> Senior Nursing Sister</p> <p>Connaught Hospital 076631895 abimassaquoi@yahoo.co.uk</p>
<p><b>ASSISTANT SECRETARY GENERAL</b></p>  <p><b>Musa S. Conteh</b> SECHN</p> <p>Ola During Hospital 076835429/077533500 Contehmusa34@yahoo.com</p>	<p><b>FINANCIAL SECRETARY</b></p>  <p><b>Antoinette Mayeni Sesay</b> Staff Midwife</p> <p>Lumley Hospital 033736825 minettesesay@yahoo.com</p>
<p><b>PUBLIC RELATIONS OFFICER</b></p>  <p><b>Capt. Ayodele Folorunso</b> Nursing Officer</p> <p>34 Military Hospital 076642264/033410902/ 088734503 olusinaayo@yahoo.com</p>	<p><b>SOCIAL SECRETARY</b></p>  <p><b>Isata Mansaray</b> Staff Midwife</p> <p>PCM Hospital 076656085/033469301 isatabayoh@yahoo.com</p>



**UNICEF is the driving force that helps build a world where the rights of every child are realised.**

UNICEF has the global authority to influence decision-makers, and the variety of partners at grassroots level to turn the most innovative ideas into reality. That makes them unique among world organizations, and unique among those working with the young.

With the belief that nurturing and caring for children are the cornerstones of human progress, UNICEF advocates for measures to give children the best start in life, in the following ways;

- Education – ensuring that they complete primary education as a minimum
- Act so that all children are immunized against common childhood diseases, and are well nourished, because it is wrong for a child to suffer or die from a preventable illness
- Work to prevent the spread of HIV/AIDS among young people because it is right to keep them from harm and enable them to protect others.
- help children and families affected by HIV/AIDS to live their lives with dignity
- Involve everyone in creating protective environments for children. We are present to relieve suffering during emergencies, and wherever children are threatened, because no child should be exposed to violence, abuse or exploitation.

## USEFUL CONTACTS

### District Executive Team Chairpersons

<b>Bo</b> Sr. Glady Yavanna District Health Sister 076656538	<b>Pujehun</b> Marie P.M Wright MCH Coordinator 076720149/077364936	<b>Kenema</b> Suliaman.L. Mandoh HOD Basic Nursing, Kenema Poly. 076919149 mandohs@gmail.com
<b>Kailahun</b> Sr. Angela Rogers District Health Sister 076706623/088892901 matsister@yahoo.com	<b>Kono</b> Sr. Betty Tucker District Health Sister 076617319 nyangat@gmail.com	<b>Tonkolili</b> Adama .S. Sesay 076855176/077529884
<b>Kabala</b> Sr. Amba Coker District Health Sister 076/033649789/088940950 amba.coker@yahoo.com	<b>Makeni</b> Sr. Evelyn Bangura Nurse Educator 088579416/078668142 evelynbangura@yahoo.com	<b>Police Hospital, Kingtom</b> Matron Aminata Kargbo 076633269
<b>Port Loko</b> Sr. Mariama Momoh District Health Sister 076703366 Mariama_momoh@yahoo.com	<b>Kambia</b> Hawa Kamara Staff Midwife	<b>Moyamba</b> Sr. Beatrice Tommy District Health Sister 076636225 bytvilla@yahoo.com
<b>Bonthe</b> Sr. Zainab Kamara District Health Sister 076622142	<b>Western Area</b> Contact the NEC (See page 8)	

### Other Useful Contacts

<b>Directorate of Nursing</b> <b>Mabel Carew</b> Chief Nursing Officer Ministry of Health and Sanitation 078720983/033720983 Maycar2@yahoo.com	<b>Nurses &amp; Midwives Board</b> <b>Hannah Valcacer Coker</b> Registrar 076673741/033885138/ 030252033 Brookfield7@yahoo.com valcarlook2008@gmail.com	<b>SL Midwives Association</b> <b>Dr Joan Shepherd</b> President 030500526 joanheev@yahoo.com
<b>Friends of Maternity Hospital</b> Haja Isha Daramy Moosa Chairman 076619059 Yabom2003@yahoo.co.uk	<b>Health for All Coalition</b> Charles Mambu Chairman 076623428 hacsl@yahoo.com	<b>TOSHPA – The Organisation of Sierra Leonean Health Professionals Abroad</b> Elizabeth Conteh Chairperson +44 208319 2336/ +447951682074 joemafaley@hotmail.co.uk

## MEMBERSHIP PAYMENT INFORMATION

	Payment Method	Description	Advantages	How to pay
1	<b>Direct from Source</b>	Dues will be deducted directly from member's personal bank account monthly or annually	<ul style="list-style-type: none"> <li>- Simple and saves time</li> <li>- Fees deducted immediately, so no reminder needed</li> <li>- Member never has to worry about late payments and penalties</li> </ul>	Complete the HSWU check-off authorisation form at the National Secretariat to give your consent. Contact the Admin staff at the Secretariat for more info.
2	<b>Direct to SLNA bank account</b>	Member can pay dues into SLNA's account at any Commercial bank before/ on payment due date	<ul style="list-style-type: none"> <li>- Active control of fee payments</li> </ul>	Sierra Leone Commercial Bank, Liverpool Street Branch <b>Account No: 002230318</b> <b>Account Name: SLNA</b>
3	<b>At SLNA Secretariat</b>	Member can pay dues at 16 Fort Street Office on/ before payment due date with membership card	<ul style="list-style-type: none"> <li>- Interaction with SLNA office and staff</li> <li>- Find out about SLNA news quickly and periodically from office</li> </ul>	Pay to SLNA Administrator with Membership card and fees at: <b>16 Fort Street</b> <b>Freetown, P.O. Box 521</b> Opening times: <b>Every Mon-Fri 9-4pm</b>
4	<b>Payment to SLNA Treasurer</b>	Member can pay dues directly to the SLNA Treasurer at her office, with membership card	<ul style="list-style-type: none"> <li>- Develop good relationship with SLNA Executive member</li> </ul>	Pay to Mary Massaquoi at Connaught Hospital Lightfoot Boston Street Freetown
5	<b>Payment to SLNA Representative at District level</b>	Member can pay dues directly to the SLNA Treasurer at her office, with membership card	<ul style="list-style-type: none"> <li>- Good method if living in provincial districts</li> <li>- Member does not need to travel to Freetown</li> </ul>	Pay to <i>OFFICIAL</i> SLNA representative ( <i>please see Rep. names and contact details sheet</i> ) with membership card

## APPLICATION FORMS

Please note that in order for application forms to be processed; all parts of the form must be completed in full. Additional information may be requested for the completion of membership. After application has been submitted, please allow at least 28 days before receiving your membership card.

The following forms can be accessed from the SLNA Secretariat at 16c Fort Street, Freetown, from the Board of Nurses and Midwives, or from SLNA district Representatives:

- Form A** New Membership Form (*for newly registered nurses*)
- Form B** Tracking Membership form (*for re-registering members*)
- Form C** Volunteer Registration form (*for any member wishing to become a volunteer*)
- Form D** External Volunteer Registration form (*for un-registered persons wishing to volunteer*)
- Form E** Diaspora Registration form (*for Nurses and other health professionals in Diaspora*)

## BENEFITS FOR MEMBERS OF SLNA

As a loyal member of the Sierra Leone Nurses Association, you are encouraged to take advantages of the benefits provided, as listed below. For further information on benefits and incentives, see the *Benefits and Incentives sheets* in the information pack.

<p><b>ADVICE AND SUPPORT</b> Provision of a support network for members, both in-office and over the phone</p>	<p><b>CAMPAIGNING VOICE FOR NURSES AND MIDWIVES</b> SLNA is committed to stand for its members through active campaigning and Lobbying efforts to bring about improvements in the lives of health workers in Sierra Leone, and helps nurses find out how they can campaign personally at their places of work.</p>
	<p><b>COUNSELLING &amp; WELFARE SERVICES</b> A system that enables members to access advice from senior nurses and to external advisers and organisations that offers practical financial and welfare advice.</p>
	<p><b>STUDENT SUPPORT</b> As well as having the benefits of Associate membership, students are welcomed into the body as future professionals, with the support of the experienced and senior nursing experts.</p>
<p><b>CONTINUOUS PROFESSIONAL DEVELOPMENT (CPD)</b> Invitations to our workshops and training days.</p> <p><i>Training days and Workshops are accredited and certificated</i></p>	<p><b>VOLUNTEER TRAINING</b> Attend our quarterly-run volunteer training courses, either to join SLNA as a volunteer or simply to develop skills that may help to develop personal and professional skills.</p>
	<p><b>FURTHER EDUCATIONAL SUPPORT</b> Attend organised events aimed specifically at developing the skills of dedicated nurses.</p>
<p><b>SOCIAL NETWORKING GROUPS</b> Opportunity to meet with other nurses and health workers in different hospitals, sharing common interests.</p>	<p><b>SLNA GROUPS</b> Organised groups, creating a medium for like-minded nurses to come together for a common purpose, to share information, skills and experiences with each other.</p>
	<p><b>SLNA SOCIAL EVENTS</b> Come along and network with other nurses. For Events, see our Social Calendar, included in the information pack.</p> <p>If you are interested in setting up your own social group, SLNA would be happy to help and will organise and give any support required. Please note that financial support may not be possible.</p>
<p><b>KEEP INFORMED</b> Receive up-to-date information on nursing news in Sierra Leone</p>	<p><b>SLNA NEWSLINE</b> The Association's bi-monthly newsletter, bringing readers the latest news in the nursing profession.</p>
	<p><b>ACCESS TO GENERAL MEETING MINUTES AND SLNA REPORTS</b> Contact the SLNA Office at any time to receive a copy of the previous minutes</p>
<p><b>SAVE MONEY WITH DISCOUNTS/OFFERS</b> SLNA is working in partnership with a number of organisations to provide members with opportunities to save money</p>	<p><b>AIRTEL CLOSED USER GROUP</b> Members can call all others members for just 3 units per minute, by joining the SLNA Closed User Group and receive a free SIM card.</p>
	<p><b>30% OFF AT SULISHA COMPUTER COLLEGE</b> Join one of the SLNA computer classes and receive 1/3 off training classes and materials. Learn basic computer skills and build proficiency in Microsoft Word, Excel and PowerPoint.</p>



## NURSES ASSOCIATION ACTIVITIES

### General Meetings

A general Meeting for all members of the Association is held on the **last Tuesday of every month** at the Faculty of Nursing, Lightfoot Boston Street, Freetown. All members are encouraged to attend and participate at every meeting as issues concerning the welfare and working conditions of Nurses in Sierra Leone will be discussed.

In order to be inclusive of members in the provincial areas, SLNA will at times host its monthly meeting in another district. Details of venue and time of the changes will be publicised at least a week before the meeting date.

### Council Meetings

The NEC will meet prior to each general meeting to discuss issues to be raised at the general meeting, and to create the agenda for the meeting. Members are encouraged to contact their representatives or members of the NEC about issues and concerns to be raised and discussed at the Council meetings.

### Annual General Meeting (AGM)

An Annual General Meeting will take place in the sixth month of each year. The AGM gives members an opportunity to ask questions about issues concerning them. Elections will take place once every three years.

### Annual Nurses Day Conference and Scientific Symposium

SLNA organises events and conferences, including our annual conference and nursing week workshop, to support your personal and professional development and to discuss the latest developments in health care. Topics are specifically selected to cover key issues affect nurses in their workplace. All SLNA events are assessed by the SLNA Accreditation Unit. Certificates are provided to all delegates who attend SLNA events, demonstrating evidence of the study hours and outcomes achieved.



## SLNA DISCIPLINARY PROCEDURES

A complaint or notification of misconduct arising from a health facility or board, against a member of the Association, or from breaching of the SLNA Professional Code of Conduct will be considered and may be referred to the National Executive Council for review. A substantiated complaint may result in the suspension or termination of SLNA membership.

Misconduct includes;

1. Proven Fraud or dishonesty
2. Conviction for any other criminal offence
3. Proven Professional negligence

Other area of misconduct that may result in suspension of membership includes;

1. Breach of SLNA Professional Code of conduct
2. Failure to pay over 3 months membership dues without authorisation from the President of SLNA
3. Expulsion from any other professional association or regulatory body on the grounds of misconduct

## FEEDBACK, COMPLAINTS AND CONCERNS PROCEDURES

A complaint or concern of the following natures can be reported to the Administrative Assistant at the SLNA Secretariat:

- Major issues and complaints to the MOHS
- Issues concerning working conditions and welfare of nurses at workplace
- Misconduct by a nursing professional
- Complaint about member of the SLNA Executive and management teams

Complaints and Concerns should be presented to the SLNA secretariat in a *formal typed letter* with details of concerns explained in text. Please note that letters are treated confidentially and can be submitted anonymously, however for major issues which need to be passed on to the MOHS, complaints may need to be submitted formally with a signature. If you would like information on how to create a formal letter, please contact the SLNA secretariat.

All issues and complaints will be logged and followed up. Please remember to leave a forwarding address if you wish to be replied about the progress of how SLNA deals with the issue. Please note that not all issues will result in an action due to its sensitivity or dependency on resources.

SLNA takes the views of its members very seriously. If you would like to give us feedback on any of our services, please call the Association on 078818839/077588222, or email your comments to: slna\_03@yahoo.co.uk



## STATEMENT ON THE ROLE OF A MEMBER OF THE NURSES ASSOCIATION

As a member of the Sierra Leone Nurses Association, your role is to adhere to participate actively in work of the Association and adhere to the SLNA professional code of conduct. The member is expected to support the association through prompt and full payment of monthly dues and in turn, SLNA will work to improve the lives of health workers.



## SLNA CODE OF PROFESSIONAL CONDUCT

### Objectives

As a registered and licensed nursing professional, who has received high quality education, having acquired specialised knowledge and skill, have a duty of care and support to individuals, families and communities in need of preventative, supportive and restorative help. As a result of your professionalism, you have been registered as a member of the Sierra Leone Nurses Association. Your duty as a nurse and a member is to provide care in a manner which enhanced the quality of the profession and protects the interests of patients and individuals.

### Relationship and Responsibilities to Patients

A nurse's responsibility is to people who require nursing care. A nurse is expected to provide a safe and supportive environment for all of his/her patients, in which their values, customs and religious beliefs are respected. A nurse therefore ensures that patient's personal information is kept in confidence and exercises good judgement on when and where to share the information.

### Professional Relationships and Responsibilities

A nurse is expected to take an active role in supporting any action to develop the health and social needs of the public. A nurse must be willing to work cooperatively in a team, share skills willingly and respect and treat colleagues fairly.

### Maintenance of Integrity and Professional Standards

A nurse must conduct him/herself professionally with integrity at all times, ensuring they present themselves in the correct uniform and in the highest decorum at all times, contributing to the positive image and development of the profession.

A nurse must aim to provide high quality health service to all patients. A nurse has the personal responsibility to therefore practice safely and maintain high standards through evidence based practice and continuous educational development wherever possible.

## SLNA's VISION FOR THE FUTURE

AS A NEW MEMBER OF THE NURSES ASSOCIATION, YOU WILL BE INTERESTED IN WHERE SLNA IS HEADING IN THE NEXT FEW YEARS. WITH YOUR HELP AND SUPPORT, WE HOPE TO ACHIEVE THE FOLLOWING THINGS IN THE NEXT 5 YEARS.

- RAISE THE MEMBERSHIP FIGURES BY 100%

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An Association with more members will enable SLNA to:

- ✓ Show a united force of nurses both nationally and internationally
- ✓ Raise funding for the Association to support members better
- ✓ Organise fun packed events for SLNA members

- SET UP A MEMBERSHIP DATABASE

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As our membership base and partners grow in size, a database will help us to:

- ✓ Communicate more effectively with our members and partners
- ✓ Gather and present accurate data on nurses to support future campaigns
- ✓ Present and recommend nurses with appropriate qualifications for specific job opportunities
- ✓ Present accurate data to indentify gaps in the profession/career path that will aid improvement

- PURCHASE OF A NURSING ASSOCIATION LAND

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The space will be developed into a hostel/hotel that will aid:

- ✓ Development of an administration wing of SLNA
- ✓ Space for holding monthly meetings and workshops
- ✓ Run accredited courses in a comfortable classroom environment
- ✓ Open a resources centre to cater for the needs of nurses
- ✓ Open a computer training centre to teach basic IT skills

## KNOW YOUR MEMBERSHIP

	Full Membership	Associate Membership
Who is eligible?	Graduate Nurses RN SCM SECHN	MCH Aides Nursing Aides Student Nurses Retired Nurses
Benefits of Membership	Full Support from SLNA Invitation to Monthly meeting Full use of Benefits Package Free entrance to conferences/skills workshops Voting rights at General Elections Voting rights at District Elections	Full Support from SLNA Invitation to Monthly meeting Full use of Benefits Package Free entrance to conferences/skills workshops Voting rights at District Elections
Annual Payments*	Le 60,000	Le 30,000
Monthly Payments*	Le 5,000	Le 2,500

\*Dues are subsequent to change

### MEMBERSHIP POLICY

Application for membership is through the SLNA secretariat and the Board of Nurses and Midwives ONLY, and is open to all nursing professionals working in Sierra Leone. The Association also welcomes Retired and returned Diaspora nursing professionals as associate members, who have a continuing commitment to the research and development of the Sierra Leonean Nursing Services. In order to qualify for membership of SLNA, the following criteria should be fulfilled;

- I Applicant must be a practicing Nurse or Midwife in Sierra Leone (*see section on Know your membership*), or a retired Nurse/Midwife committed to the objectives of the Association.
- II Have a continuing commitment to the improvement of the conditions of Nursing Professionalism.
- III Must keep up-to-date with monthly membership dues at all times. Failure to do so may result in the removal of the benefits provided

Upon registration with the Board of Nurses and Midwives, the member pays for a full year's subscription to SLNA. At the completion of this year, the secretariat will contact and inform each member that their subscription is about to expire. It is thereafter the responsibility of the member to renew their membership. At the expiration of membership, the member's rights to SLNA'S benefits will be removed.



### VOLUNTARY SERVICES OVERSEAS IS A PROUD SUPPORTER OF SLNA

VSO is an international Charitable Organisation that aims to support disadvantaged people in fulfilling their rights to physical, mental and social wellbeing, and to offer good-quality essential services.



VSO Sierra Leone works in the areas of participation and governance; secure livelihoods and, more recently, in health. HIV and AIDS and gender are mainstreamed into both these areas, and all activity targets and encourages the involvement of young people.

Our volunteers help to improve the quality and availability of these services by strengthening the capabilities of health and social work professionals. We also work with government and non-government partners to improve management and delivery of services. We support, where possible, community-based services (including primary healthcare) and outreach work in both health promotion and treatment.

From June 2010 – June 2011, Banke Adetayo from the UK, was placed as a VSO volunteer with SLNA to work closely with the Executive Council to build the capacity of the Association. She has assisted to develop the benefits and incentives offered to members and create a new membership scheme whereby accurate details can be held about Nurses in the Association's database.